

# GENERAL MOTORS



GM'S CODE OF CONDUCT

WINNING WITH INTEGRITY



# How We Behave

## OUR RESPONSIBILITY



### Think Customer

I consider the customers' needs in everything I do.



### Innovate Now

I see things not as they are but as they could be.



### Look Ahead

I make decisions now with the long-term view in mind and I anticipate what lies ahead.



### One Team

I collaborate cross-functionally to achieve enterprise-wide results.



### Be Bold

I respectfully speak up, exchange feedback and boldly share ideas without fear.



### It's On Me

I take accountability for safety and my own actions, behaviors and results.



### Win With Integrity

I have a relentless desire to win and do it with integrity.

## OUR BUSINESS

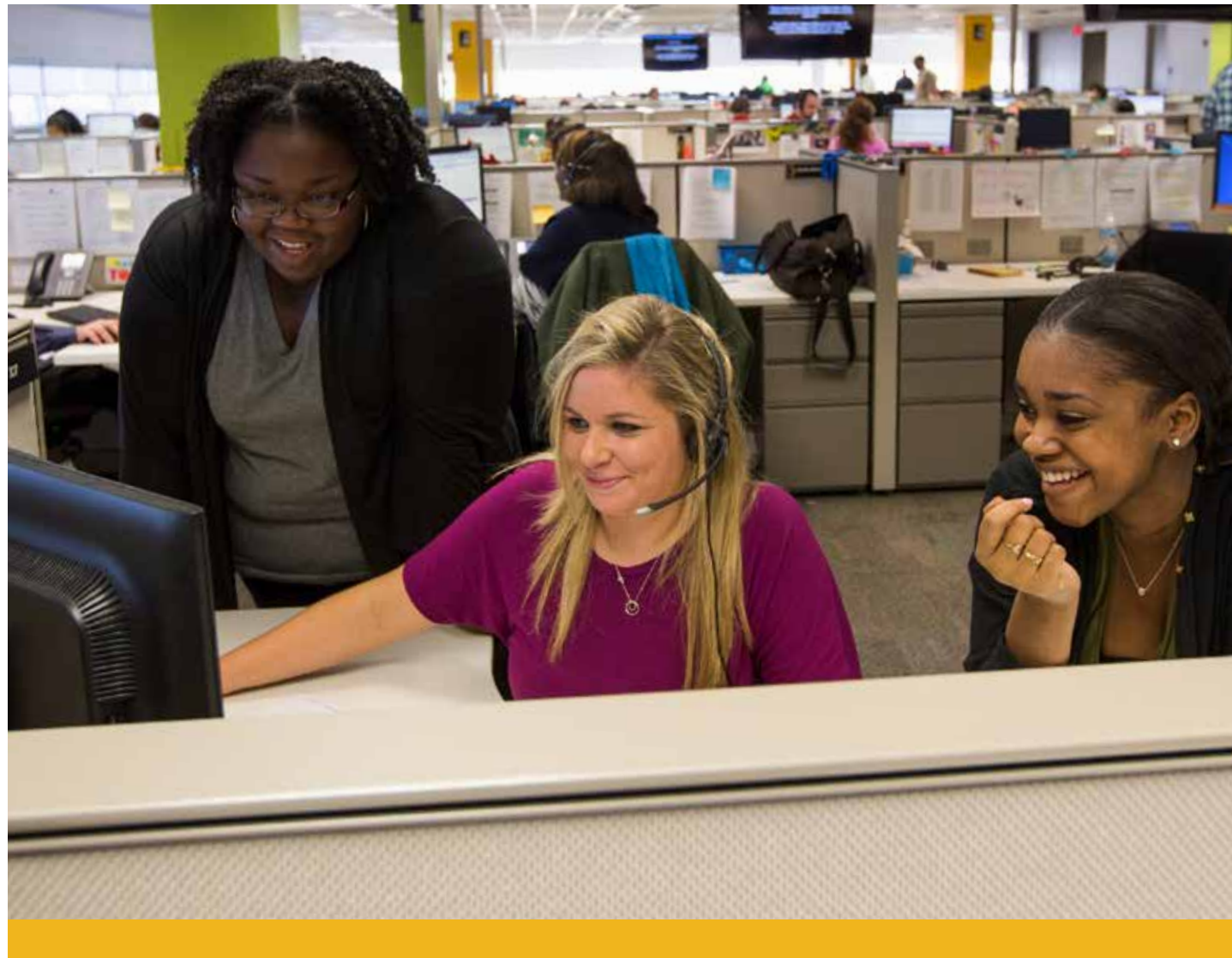
**10%  
Margins**

**Industry-Leading  
Net Advocacy  
Score**

## OUR WORLD

**ZERO  
ZERO  
ZERO**

**Crashes  
Emissions  
Congestion**



## MAINTAINING A RESPECTFUL WORKPLACE

We appreciate the contributions of every member of our team and maintain a workplace where employees are treated with dignity and respect. We protect against unlawful discrimination or any behavior that creates an offensive, hostile, or intimidating work environment. We work to create a positive workplace where employees are able to do their jobs without fear of harassment or discrimination and we never tolerate retaliation against employees who report this activity in good faith.

### A POSITIVE WORKPLACE

Keep our workplace free from harassment and discrimination. [Speak up](#) if you see or suspect it.



### WHICH WAY?

**Q** – A supervisor has been making offensive and inappropriate jokes at work. I'm afraid I'll lose my job if I report the situation to my supervisor. Should I stay silent?

**A** – No. You should speak up about the matter to another internal resource.



### One Team

I collaborate cross-functionally to achieve enterprise-wide results.



### NAVIGATE OUR POLICIES

[Anti-harassment Policy](#)





# CLOSING THOUGHTS

Thank you for taking the time to read our Code of Conduct, *Winning with Integrity*, and for committing to help preserve our reputation and honor our values.

In your work, you may face difficult decisions. When that happens, use the resources provided in our Code and our policies to guide you in making the right choice. Also, if you ever suspect behavior that fails to meet our standards, report it. We will not tolerate retaliation.

Our actions shape our company and its future. Take our Code to heart and embody our commitment to safety and winning with integrity.